



District Academic Senate News

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November 23, 2015

Dear Colleagues,

As many of you are already aware, this coming year our colleges will be seeking a substantial number of new hires to meet our updated Faculty Obligation Number (FON). While we will have some assistance from the state for a number of those hires, many of our colleges will feel the fiscal effects of the new salaried faculty. In addition, as full-time faculty members, we have a professional obligation to serve on hiring committees and tenure evaluation committees. Needless to say, these processes represent a significant commitment of time and energy for the next four or five years.

At last Friday's DAS Executive Committee meeting, the members decided to set up a couple of hiring training workshops during the month of January, 2016. We envisioned perhaps two or three half day meetings on either Friday or Saturday mornings to review all aspects of the hiring process from EEO/diversity training to district Human Resources regulations and the finer points of interviewing. In the next few weeks, we'll be publicizing some dates and places, and other materials.

Those of you present at the Fall DAS-District Summit at LAVC in September may remember the Chancellor's suggestion that we cast our nets broadly and that we consider increasing the percentage of time given to the teaching demonstration during the interview process. As faculty we haven't really considered a position on this but if you have an opinion, please contact your local Senate leaders so that we can begin a conversation at our next DAS in December. Having served on a number of hiring committees for both faculty and administrators, I personally find the process somewhat constrained and artificial without meaningful opportunities for interaction. A more substantial teaching demonstration on a significant disciplinary concept might provide not only a sense of the candidate's demeanor in the classroom, but also insight into how they would relate with students.

I am told that most of our campuses have completed their faculty prioritization processes and the presidents have the lists for their input. Some committees are already being formed, and job announcements and NOIs are being prepared. Of course, our Equivalency Coordinator, Eloise Crippens, and Angela Echeverri and I are also beginning to get questions and some interesting concerns about hiring. We welcome all such inquiries and will try to get back to you within 24 hours with an answer.

For example, did you know that your job announcement should only require **one** minimum qualification? You cannot ask for both an Art **and** Art History instructor, for example, since they are now separate disciplines. However, you may select Art as the main MQ, and add Art History as a desirable added qualification (or vice versa). Using the desirable qualification also gives the

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committee some flexibility without restricting the pool of candidates. There are many other examples like this, so the best rule of thumb is to select the MQs that best serve the needs of the students and your department, especially for the long term.

On Saturday, January 30, 2016, the Airport Hilton on Century Blvd. will host the annual CCC Registry Event for would-be faculty from across the state and beyond seeking a coveted spot at one of our campuses (or at others outside our district). State-wide the plan is to hire almost 2000 faculty so there will be some vigorous competition. I encourage faculty to attend from departments that are hiring since the day is a perfect opportunity to meet and talk casually with faculty in your discipline and to serve as the greeter to your college and department. More information will be out soon from the DAS and HR as plans for the day are completed.

Finally, from the entire DAS, all the best to you and yours for a great Thanksgiving! Brief though it may be, it is a welcome respite for each faculty member approaching the end of a hectic fall semester.

Don

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